

# CIVIL RIGHTS ON DECK



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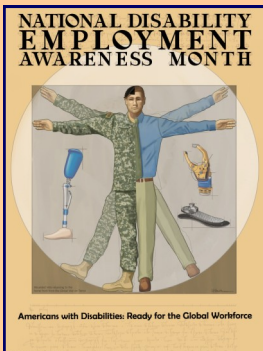
October 2015

## FY15 Civil Rights Outcomes: CRD Performance Commended by DHS and EEOC

CRD continued to provide outstanding services. During the last fiscal year, the Coast Guard received **136** civil rights complaints, **87** from civilian members and **49** from military personnel. **100%** of counseling and investigations were completed timely. The top categories were Harassment (non-sexual), disciplinary action and termination based on Sex and Race for civilian employees. For military, complaints primarily involved Harassment (non-sexual), disciplinary action and evaluation based on Reprisal, Sex and Disability. **100%** of personnel with complaints were offered mediation. **57%** of cases were resolved before going formal. CRD leads the Department in timely counseling and investigations, and early resolutions for civil rights complaints.

**Feedback Letter:** Following a technical assistance review from the Equal Employment Opportunity Commission (EEOC), the Coast Guard received a feedback letter commending it for: (1) converting all eligible Schedule A (employee with disabilities) appointments to permanent status; (2) training, tracking, and responses to requests for Reasonable Accommodations from personnel with disabilities; and (3) an exemplary Anti Harassment and Hate Incident policy and procedures. The EEOC found the Coast Guard in compliance with all regulations and management directives.

Submitted by Ms. Deborah Gant



## Honoring People with Disabilities

October is National Disability Employment Awareness Month, which recognizes the valuable role individuals with disabilities play in making their agencies successful. This year's theme, "My Disability is one Part of Who I am," implores us to look beyond the disability to find a person's strengths. To learn more about National Disability Employment Awareness Month, or how to facilitate a special observance, contact your local **Civil Rights Service Provider.**

## CIVIL RIGHTS DIRECTORATE

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## Judge Awards \$16,000 in Damages for Retaliation

An Administrative Judge at the U.S. Equal Employment Opportunity Commission ruled that the Department of the Army retaliated against an employee when it subjected her to disciplinary actions and increased her workload after she filed an Equal Employment Opportunity (EEO) complaint. The employee alleged that, among other offenses, she was issued a Letter of Reprimand for violating leave policies when she failed to request leave (the record showed the employee had informed her supervisor that she would be having a medical procedure on the date in question). After reviewing all records, the judge determined the agency had increased the employee's workload, given her short deadlines, denied her the assistance of coworkers and given her assignments while in training after she initiated her complaint. The judge found the record provided a clear correlation between these actions and when the employee initiated an EEO complaint and concluded that the employee had established that she was subjected to reprisal. The agency was ordered to expunge the Letter of Reprimand, offer the employee a transfer to a similar position outside of her current chain of command, and pay \$16,000 in compensatory damages. *Complainant v. Dep't of the Army*, EEOC Appeal No. 0720120040 (August 27, 2013).



Submitted by Ms. de Lesa Hanson

## Who Wants to Be a Mediator? DHS Launches Collateral Duty Mediation Program



The Department of Homeland Security (DHS) is establishing an agency-wide mediation program. The goal is to resolve all types of disputes, not just EEO complaints. DHS is looking to increase its pool of trained mediators who can be called upon to attempt resolving a wide range of conflicts. Are you good at helping parties to work together to develop their own agreements? Are you a good listener who can remain neutral? Do you want to learn a new skill? If so, DHS seeks volunteers who would like a collateral duty as an agency-wide mediator. If selected, you will receive training and be called upon to mediate conflicts in the Coast Guard and elsewhere within DHS. Interested? Please obtain the approval of your supervisor, and email [nicole.swann@hq.dhs.gov](mailto:nicole.swann@hq.dhs.gov).

Submitted by Ms. Deborah Gant



## Congratulations to the 2015 Civil Rights Service Provider of the Year!



Mr. Linwood H. Outlaw (middle) is the newest recipient of this prestigious award presented by Director, Civil Rights Directorate, Ms. Terri Dickerson (right) and Region 2 Deputy Director, Mr. Reginald Diggins (left). Among other attributes, he was recognized for his exemplary performance of duty and dedication to the Coast Guard's civil rights mission. During the ceremony he said "It is an honor to be the Civil Rights Provider of the Year. It recognizes civil rights service providers as an active and essential component of the USCG readiness and mission." The award citation read: "Mr. Outlaw has long exemplified a high level of commitment to advancing civil rights and serves as an extraordinary role model for civil rights service providers throughout the directorate." Mr. Outlaw's work has greatly benefited the Civil Rights Directorate as well as the Coast Guard as a whole.

*Submitted by Mr. Kyle Malloy*

## Coasties Receive High Honors from Latina Style Magazine



Capt. Maria-Paz Ugarte Smith (▲above, middle) and Mrs. Marilyn Fajardo (▼below, middle) were honored for their outstanding achievements and exemplary service to the Hispanic community at the 12th National Latina Symposium. Vice Chief of Naval Operations Admiral Michelle Howard (left,) and Deputy Commandant for Mission Support Vice Admiral. Sandra Stosz (right) presented the award.

*Submitted by Mr. Juan Torres*



Did you know that the Defense Equal Opportunity Management Institute offers professionally designed promotional artwork for special observances during special emphasis program months? That's right; and they are free. Just go to their website at [www.deomi.org](http://www.deomi.org) and download them for your next special observance event.



## New London Adds One to its CRD Team



CRD is excited to welcome LTJG Francisco Nieto to the Region 1 team located in Zone 1. LTJG Nieto, who hails from Tucson, AZ, is stationed at the Coast Guard Academy. He enlisted in the Coast Guard in 2006 as part of the Coast Guard Recruiting Initiative for the Twenty-First Century and entered the Academy in 2007. LTJG Nieto graduated with a Bachelors of Science in Business Management in 2011. He served his first tour on board the cutter *DEPENDABLE* (WMEC 626), home-ported in Cape May, NJ. From Cape May he went to work in the intelligence field combating narcotics and illegal immigration in the Caribbean at Sector San Juan. When he's not serving his country, he enjoys golf, automotive repair, and music.

*Submitted by Mr. Roy Ziegeneist*